

APPENDIX A

Wage Rates 2005 - 2006

EFFECTIVE 12/19/2004

PAY RANGE 16N

| STEP | HOURLY | ANNUAL |
|------|---------|-------------|
| 1 | \$20.29 | \$42,356.75 |
| 2 | \$20.70 | \$43,224.52 |
| 3 | \$21.24 | \$44,358.72 |
| 4 | \$22.73 | \$47,463.58 |
| 5 | \$24.09 | \$50,300.76 |
| 6 | \$25.29 | \$52,803.85 |
| 7 | \$25.80 | \$53,859.96 |
| 8 | \$26.34 | \$55,001.05 |

EFFECTIVE 11/06/2005 2.0%

PAY RANGE 16N NEW STEP

| STEP | HOURLY | ANNUAL |
|------|---------|-------------|
| 1 | \$20.69 | \$43,203.89 |
| 2 | \$21.12 | \$44,089.01 |
| 3 | \$21.67 | \$45,245.90 |
| 4 | \$23.19 | \$48,412.85 |
| 5 | \$24.57 | \$51,306.77 |
| 6 | \$25.79 | \$53,859.93 |
| 7 | \$26.31 | \$54,937.16 |
| 8 | \$26.87 | \$56,101.07 |
| 9 | \$27.37 | \$57,145.07 |

EFFECTIVE 07/02/2006 2.0%

PAY RANGE 16N NEW STEP

| STEP | HOURLY | ANNUAL |
|------|---------|-------------|
| 1 | \$21.11 | \$44,067.96 |
| 2 | \$21.54 | \$44,970.79 |
| 3 | \$22.10 | \$46,150.82 |
| 4 | \$23.65 | \$49,381.11 |
| 5 | \$25.06 | \$52,332.91 |
| 6 | \$26.31 | \$54,937.13 |
| 7 | \$26.84 | \$56,035.90 |
| 8 | \$27.41 | \$57,223.09 |
| 9 | \$27.92 | \$58,287.97 |
| 10 | \$28.42 | \$59,331.97 |

EFFECTIVE 12/19/2004

PAY RANGE 17NZ

| STEP | HOURLY | ANNUAL |
|------|---------|-------------|
| 1 | \$20.68 | \$43,184.02 |
| 2 | \$21.24 | \$44,348.49 |
| 3 | \$22.72 | \$47,436.85 |
| 4 | \$24.08 | \$50,271.73 |
| 5 | \$25.28 | \$52,777.75 |
| 6 | \$26.37 | \$55,056.18 |
| 7 | \$26.90 | \$56,157.18 |
| 8 | \$27.44 | \$57,298.27 |

EFFECTIVE 11/06/2005 2.0%

PAY RANGE 17NZ NEW STEP

| STEP | HOURLY | ANNUAL |
|------|---------|-------------|
| 1 | \$21.10 | \$44,047.70 |
| 2 | \$21.66 | \$45,235.46 |
| 3 | \$23.17 | \$48,385.59 |
| 4 | \$24.56 | \$51,277.17 |
| 5 | \$25.78 | \$53,833.30 |
| 6 | \$26.90 | \$56,157.30 |
| 7 | \$27.43 | \$57,280.32 |
| 8 | \$27.99 | \$58,444.23 |
| 9 | \$28.49 | \$59,488.23 |

EFFECTIVE 07/02/2006 2.0%

PAY RANGE 17NZ NEW STEP

| STEP | HOURLY | ANNUAL |
|------|---------|-------------|
| 1 | \$21.52 | \$44,928.65 |
| 2 | \$22.10 | \$46,140.17 |
| 3 | \$23.64 | \$49,353.30 |
| 4 | \$25.05 | \$52,302.71 |
| 5 | \$26.30 | \$54,909.97 |
| 6 | \$27.43 | \$57,280.44 |
| 7 | \$27.98 | \$58,425.93 |
| 8 | \$28.55 | \$59,613.12 |
| 9 | \$29.06 | \$60,678.00 |
| 10 | \$29.56 | \$61,722.00 |

EFFECTIVE 12/19/2004

PAY RANGE 18N

| STEP | HOURLY | ANNUAL |
|------|---------|-------------|
| 1 | \$22.73 | \$47,463.58 |
| 2 | \$24.09 | \$50,300.76 |
| 3 | \$25.29 | \$52,803.85 |
| 4 | \$26.38 | \$55,073.09 |
| 5 | \$27.58 | \$57,577.02 |
| 6 | \$28.13 | \$58,728.34 |
| 7 | \$28.67 | \$59,869.43 |

EFFECTIVE 11/06/2005 2.0%

PAY RANGE 18N NEW STEP

| STEP | HOURLY | ANNUAL |
|------|---------|-------------|
| 1 | \$23.19 | \$48,412.85 |
| 2 | \$24.57 | \$51,306.77 |
| 3 | \$25.79 | \$53,859.93 |
| 4 | \$26.90 | \$56,174.55 |
| 5 | \$28.13 | \$58,728.56 |
| 6 | \$28.69 | \$59,902.91 |
| 7 | \$29.25 | \$61,066.82 |
| 8 | \$29.75 | \$62,110.82 |

EFFECTIVE 07/02/2006 2.0%

PAY RANGE 18N NEW STEP

| STEP | HOURLY | ANNUAL |
|------|---------|-------------|
| 1 | \$23.65 | \$49,381.11 |
| 2 | \$25.06 | \$52,332.91 |
| 3 | \$26.31 | \$54,937.13 |
| 4 | \$27.44 | \$57,298.04 |
| 5 | \$28.69 | \$59,903.13 |
| 6 | \$29.26 | \$61,100.97 |
| 7 | \$29.83 | \$62,288.16 |
| 8 | \$30.34 | \$63,353.04 |
| 9 | \$30.84 | \$64,397.04 |

EFFECTIVE 12/19/2004

PAY RANGE 18NT

| STEP | HOURLY | ANNUAL |
|------|---------|-------------|
| 1 | \$17.35 | \$36,225.13 |
| 2 | \$17.84 | \$37,248.88 |
| 3 | \$18.36 | \$38,327.12 |
| 4 | \$19.07 | \$39,811.27 |
| 5 | \$19.83 | \$41,399.40 |

EFFECTIVE 11/06/2005 2.0%

PAY RANGE 18NT

| STEP | HOURLY | ANNUAL |
|------|---------|-------------|
| 1 | \$17.70 | \$36,949.63 |
| 2 | \$18.20 | \$37,993.85 |
| 3 | \$18.72 | \$39,093.66 |
| 4 | \$19.45 | \$40,607.49 |
| 5 | \$20.22 | \$42,227.39 |

EFFECTIVE 07/02/2006 2.0%

PAY RANGE 18NT

| STEP | HOURLY | ANNUAL |
|------|---------|-------------|
| 1 | \$18.05 | \$37,688.62 |
| 2 | \$18.56 | \$38,753.73 |
| 3 | \$19.10 | \$39,875.53 |
| 4 | \$19.84 | \$41,419.64 |
| 5 | \$20.63 | \$43,071.94 |

APPENDIX A

Wage Rates 2005 - 2006

| EFFECTIVE 12/19/2004 | | | EFFECTIVE 11/06/2005 2.0% | | | EFFECTIVE 07/02/2006 2.0% | | |
|----------------------|---------|-------------|---------------------------|---------|-------------|---------------------------|---------|-------------|
| PAY RANGE 22NT | | | PAY RANGE 22NT | | | PAY RANGE 22NT | | |
| STEP | HOURLY | ANNUAL | STEP | HOURLY | ANNUAL | STEP | HOURLY | ANNUAL |
| 1 | \$19.83 | \$41,399.40 | 1 | \$20.22 | \$42,227.39 | 1 | \$20.63 | \$43,071.94 |
| 2 | \$20.64 | \$43,089.01 | 2 | \$21.05 | \$43,950.79 | 2 | \$21.47 | \$44,829.81 |
| 3 | \$21.31 | \$44,491.94 | 3 | \$21.73 | \$45,381.78 | 3 | \$22.17 | \$46,289.41 |
| 4 | \$22.10 | \$46,134.36 | 4 | \$22.54 | \$47,057.05 | 4 | \$22.99 | \$47,998.19 |
| 5 | \$22.84 | \$47,696.81 | 5 | \$23.30 | \$48,650.75 | 5 | \$23.77 | \$49,623.76 |

| EFFECTIVE 12/19/2004 | | | EFFECTIVE 11/06/2005 2.0% | | | EFFECTIVE 07/02/2006 2.0% | | |
|----------------------|---------|-------------|---------------------------|---------|-------------|---------------------------|---------|-------------|
| PAY RANGE 24NT | | | PAY RANGE 24NT | | | PAY RANGE 24NT | | |
| STEP | HOURLY | ANNUAL | STEP | HOURLY | ANNUAL | STEP | HOURLY | ANNUAL |
| 1 | \$21.13 | \$44,109.84 | 1 | \$21.55 | \$44,992.03 | 1 | \$21.98 | \$45,891.87 |
| 2 | \$21.93 | \$45,796.73 | 2 | \$22.37 | \$46,712.67 | 2 | \$22.82 | \$47,646.92 |
| 3 | \$22.74 | \$47,479.66 | 3 | \$23.19 | \$48,429.25 | 3 | \$23.66 | \$49,397.84 |
| 4 | \$23.55 | \$49,162.59 | 4 | \$24.02 | \$50,145.84 | 4 | \$24.50 | \$51,148.75 |
| 5 | \$24.61 | \$51,387.77 | 5 | \$25.10 | \$52,415.52 | 5 | \$25.61 | \$53,463.83 |

| EFFECTIVE 12/19/2004 | | | EFFECTIVE 11/06/2005 2.0% | | | EFFECTIVE 07/02/2006 2.0% | | |
|----------------------|---------|-------------|---------------------------|---------|-------------|---------------------------|---------|-------------|
| PAY RANGE 27N | | | PAY RANGE 27N | | | PAY RANGE 27N | | |
| STEP | HOURLY | ANNUAL | STEP | HOURLY | ANNUAL | STEP | HOURLY | ANNUAL |
| 1 | \$26.69 | \$55,731.64 | 1 | \$27.23 | \$56,846.28 | 1 | \$27.77 | \$57,983.20 |
| 2 | \$27.96 | \$58,384.03 | 2 | \$28.52 | \$59,551.71 | 2 | \$29.09 | \$60,742.74 |
| 3 | \$29.22 | \$61,009.27 | 3 | \$29.80 | \$62,229.46 | 3 | \$30.40 | \$63,474.05 |
| 4 | \$30.49 | \$63,656.65 | 4 | \$31.10 | \$64,929.78 | 4 | \$31.72 | \$66,228.38 |
| 5 | \$31.10 | \$64,929.70 | 5 | \$31.72 | \$66,228.29 | 5 | \$32.35 | \$67,552.86 |
| 6 | \$31.64 | \$66,071.00 | 6 | \$32.28 | \$67,392.42 | 6 | \$32.92 | \$68,740.27 |

| EFFECTIVE 12/19/2004 | | | EFFECTIVE 11/06/2005 2.0% | | | EFFECTIVE 07/02/2006 2.0% | | |
|----------------------|---------|-------------|---------------------------|---------|-------------|---------------------------|---------|-------------|
| PAY RANGE 32NZ | | | PAY RANGE 32NZ | | | PAY RANGE 32NZ | | |
| STEP | HOURLY | ANNUAL | STEP | HOURLY | ANNUAL | STEP | HOURLY | ANNUAL |
| 1 | \$29.45 | \$61,494.52 | 1 | \$30.04 | \$62,724.41 | 1 | \$30.64 | \$63,978.90 |
| 2 | \$30.78 | \$64,261.54 | 2 | \$31.39 | \$65,546.77 | 2 | \$32.02 | \$66,857.71 |
| 3 | \$32.13 | \$67,085.35 | 3 | \$32.77 | \$68,427.06 | 3 | \$33.43 | \$69,795.60 |
| 4 | \$33.46 | \$69,859.05 | 4 | \$34.13 | \$71,256.23 | 4 | \$34.81 | \$72,681.36 |
| 5 | \$35.07 | \$73,224.07 | 5 | \$35.77 | \$74,688.55 | 5 | \$36.49 | \$76,182.32 |
| 6 | \$35.77 | \$74,688.60 | 6 | \$36.49 | \$76,182.37 | 6 | \$37.22 | \$77,706.01 |
| 7 | \$36.32 | \$75,829.69 | 7 | \$37.04 | \$77,346.28 | 7 | \$37.78 | \$78,893.21 |

| PAY RANGE 51N | EFFECTIVE 12/19/2004 HOURLY | EFFECTIVE 11/06/2005 HOURLY | EFFECTIVE 07/02/2006 HOURLY |
|-----------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| TITLE | | | |
| RN 1 POOL | \$28.43 | \$29.00 | \$29.58 |
| RN 1 POOL | \$33.43 | \$34.10 | \$34.78 |
| NURSE PRACTITIONER POOL | \$40.00 | \$40.80 | \$41.62 |
| OCCUPATIONAL THERAPIST POOL | \$24.61 | \$25.10 | \$25.60 |